



PTA[®]

Be Intentional

Pathway to Diversity, Equity, Inclusion & Justice

everychild.one voice.[®]

Welcome!



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Central Florida Region Representative

today's agenda

- ① Why DEIJ matters for PTA
- ② Define concepts of diversity, equity, inclusion and justice
- ③ How to get started
- ④ Discuss strategies & where to find more information

why it matters - the legacy of PTA

American Children in 1897



In 1897, the United States was feeling the enormous impact of the Industrial Revolution. Cities became overcrowded from a dramatic rise in immigration. Children worked in factories, in mines, and in the streets. Some were not able to attend school or even had enough food to eat.



PTA is rooted in DEIJ

Founders recognized that children had unique struggles that impacted all aspects of their lives

They began the PTA in an effort to eliminate threats to children and improve their education, health & safety.

Presentation of the History of PTA →





The PTA adopted its tagline “Every Child. One Voice.” in 2001 to unify all PTAs and to capture the organization’s legacy and power. The PTA’s mission is to help every child reach their full potential by engaging and empowering families and communities to advocate for all children.

DEIJ is about **ENGAGING** and **EMPOWERING** all people to share in the responsibility of raising the next generation

What is **DEIJ**



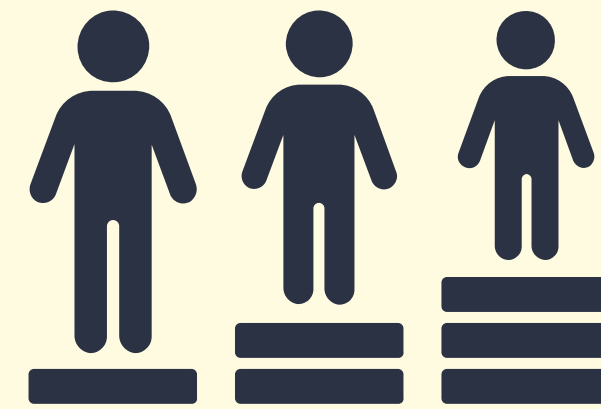
DIVERSITY

Representation of, and respect for, people from different backgrounds, circumstances, and identities



EQUITY

Actions, behaviors and social norms that ensure all people feel they are safe, welcomed, and that they belong



INCLUSION

Provides fairness in resources, opportunities and outcomes so that all communities get what they need to be engaged & successful



JUSTICE

Giving each person what they deserve or what is owed to them

what does it all mean?

As leaders in PTA, the work we do should create an educational atmosphere where parents, teachers and students feel seen, understood, valued and included.

- Recognize the unique qualities & characteristics of our school communities
- Keep discussions about social, racial, educational, and economic injustices at the forefront of our conversations
- Have the courage to identify, acknowledge, and address the genuine needs of our families
- Make an intentional effort to be ONE voice for EVERY child

diversity

- Diversity is our strength
- PTA represents parents, caregivers, educators, and communities of ALL children
- Our collective backgrounds, perspectives and ideas allows us to best reflect the rich fabric of our school communities
- Foster a culture of meaningful exchange, empathy and critical thinking in our school community



how can our PTA be more diverse?

➤ Know your community

➤ ➤ Be intentional

➤ ➤ ➤ Address issues that matter most to your school community



equity

- All students have the opportunity to learn and grow, regardless of their personal or social circumstances
- No child is exempt from the care and protection of the PTA
- Ensuring students receive support and resources they need to realize their full potential
- Provides fairness in resources, opportunities and outcomes



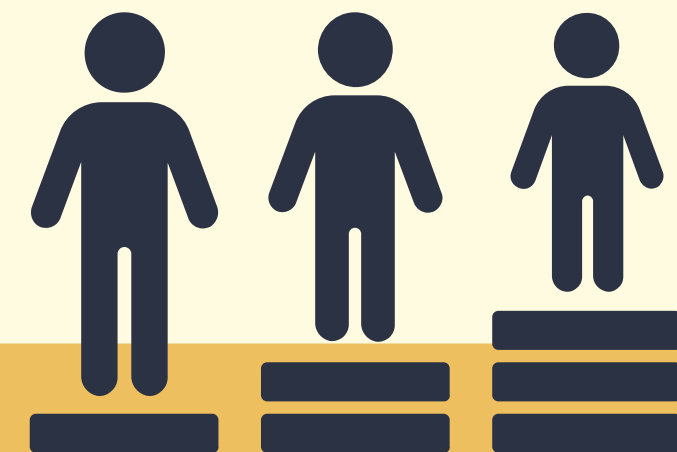
how can our PTA be more equitable?

- Asking every family to join
- Partner with school administration & community groups to reach out to potential members
- Share messages that are relevant to every family
- Sponsor memberships
- Create a welcoming environment & ask people if they feel welcome
- Review Bylaws and Standing Rules for requirements that may limit leadership participation
- Be transparent & ask for input
- Evaluate every PTA program through an equity lens (review Plan of Works)
- Various formats for all programs (in-person, virtual, take home resources, share online resources, etc.)
- Have a wide variety of programs and events
- Continuously monitor the work of the PTA & check for balance
- Recruit and train new leadership and volunteers all year long
- Do not buy things that the school district is responsible for providing



inclusion

- Creating an environment where differences are not just tolerated but are seen as a valuable asset
- Ensuring a wide range of perspectives are considered leading to more innovation, opportunity, peace & harmony
- Inclusive practices are the actions, activities, and approaches aimed at ensuring that all students, regardless of their abilities or disabilities, have equal access to quality education
- Foster an association where everyone feels like they are integral to achieving our vision



justice

- All children deserve the opportunity to realize their full potential
- ➤ Injustice is when all children DO NOT have equal access to resources & opportunities to realize their full potential
- ➤ ➤ We all have a responsibility to create a just society



there is no JUSTICE
without diversity,
equity & inclusion

getting started

1. Make DEIJ a priority for your PTA
2. Analyze your data
3. Create an Action Plan

make DEIJ a priority for your PTA

- Have a DEIJ Committee
- Create a DEIJ Plan of Action
- Educate your PTA on the Intricacies of DEIJ & Unconscious Bias
- Commit to cultivating a safe environment for the entire student body for years to come

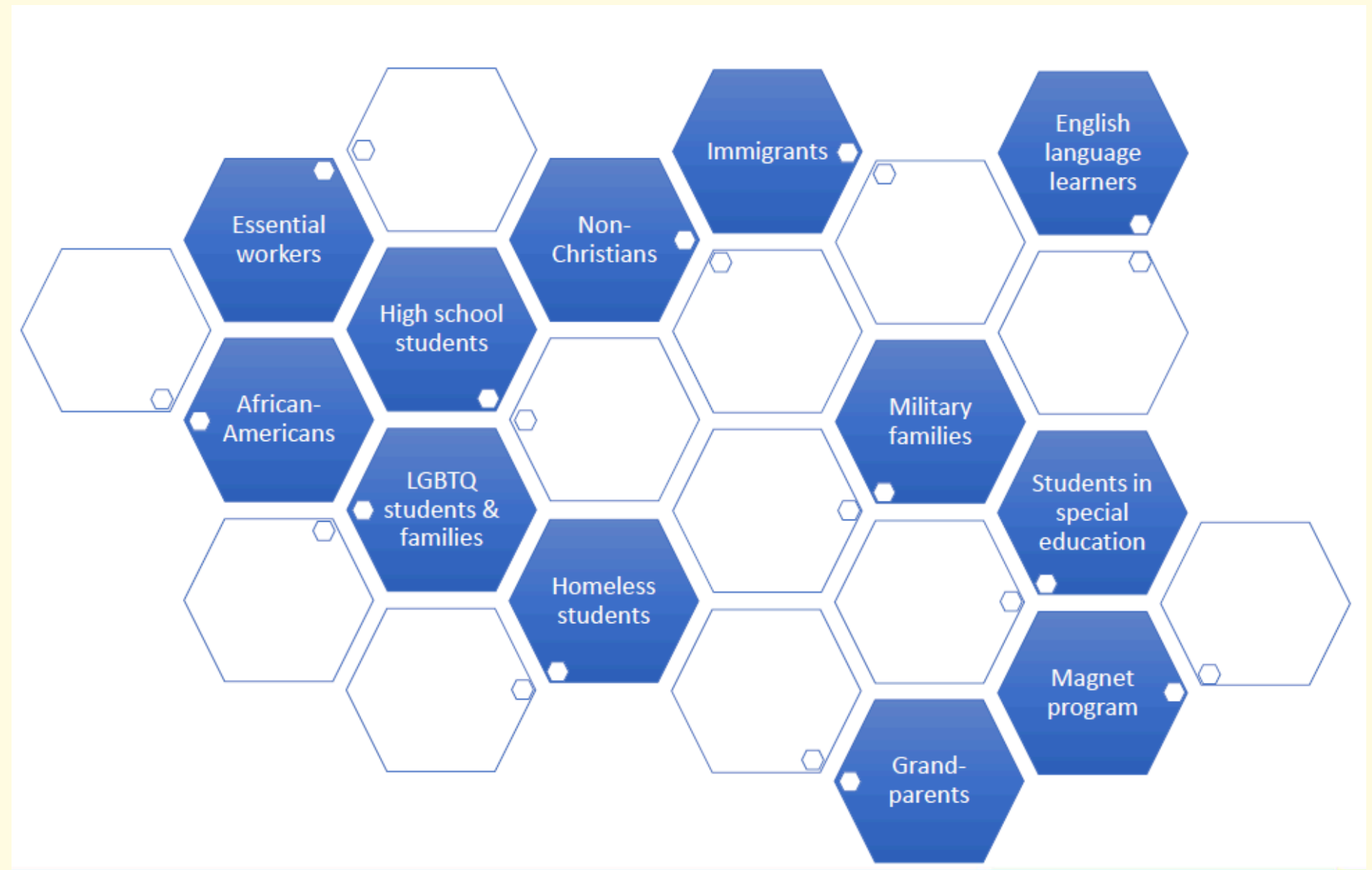
analyze your data

Have a clear understanding of your school's demographic makeup - where to find it?

- School Improvement Plan (school admin & SAC committees)
- Surveys (students, parents/caregivers, staff, community members)
- FDOE Know Your Schools Portal - <https://edudata.fldoe.org/>
- National Center for Educational Statistics - <https://nces.ed.gov/>
- Safe Schools for Alex
<https://www.safeschoolsforalex.org/school-safety-dashboard/>

data to understand

- Highly Qualified Teachers
- Teacher/Staff vacancies
- Absenteeism
- Academic Achievement
- Students receiving services
- Suspensions & expulsions
- Graduation rate



- What other data is important to know?
- Which demographics and communities are under-represented in your PTA's membership & leadership?

identify barriers

CULTURE

- Expectations of parents' role
- Feeling welcome
- Attitudes towards school & institutions
- Language

SOCIO-ECONOMICS

- Costs (real or assumed)
- Availability of resources
- Other priorities

PRACTICES

- Meeting days, time & format
- Childcare availability
- Type of Programs
- Meeting topics
- Communication methods

RELEVANCE

- Related to academic success of all students
- Relevant to parents/caregiver concerns & priorities
- Accessible advocacy activities

National PTA Diversity Profile Template

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Diversity Profile Template

WHO ARE THE FAMILIES IN YOUR COMMUNITY?

Racial Demographics
___ % American Indian or Alaska Native
___ % Asian
___ % Black or African American
___ % Native Hawaiian or Other Pacific Islander
___ % Hispanic or Latinx
___ % White

Socioeconomic Status
___ % receiving free or reduced lunch
\$ _____ median household income in your community

Physical or Learning Differences
___ % with an IEP or 504

Religion
While Christianity is the largest religion in the United States, you likely have families who practice other religions including Judaism, Islam, Buddhism and Hinduism. Find out which religions are represented in your school community. Take note of any details you know about how members of your community observe religious practices.

Family Structures
Who makes up the families in your community? You may have single parents, same-gender couples, foster parents, grandparent-headed households. Write about the families in your community.

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Diversity Profile Template

LGBTQ+ Community
Whether you know it yet or not, your school community has LGBTQ+ youth! You may have students who identify with a wide range of sexual orientations or gender identities. Are you aware of any of these populations in your school? Jot down some thoughts.

Age Ranges
What age groups are represented in your parent/caregiver population? There may be family members of a specific age group or a good mix of Millennials, Gen Xers and perhaps some Baby Boomer grandparents? Share below.

Gender
Schools tend to be evenly divided based on gender. Take a moment to think about your community breakdown by gender. Don't forget about any non-binary community members, as well!

Geography
It is common for school communities to be made up of families from different neighborhoods, sometimes with families from rural, urban and/or suburban settings. What does this look like in your school community?

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Diversity Profile Template

REFLECTION

Where are gaps in representation **on your PTA Board**?

Where are gaps in representation **in your membership**?

Where are gaps in representation **in terms of who participates in events and programming**?

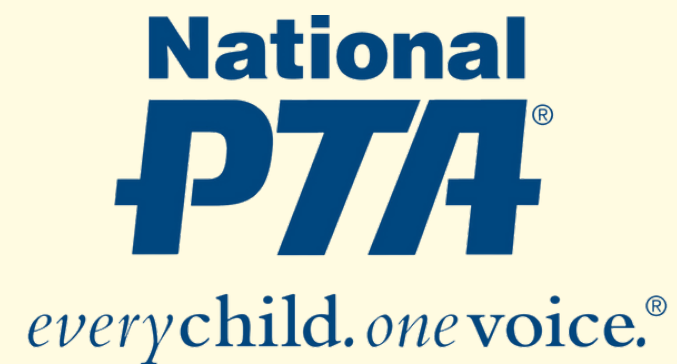
What are **barriers that keep some families from participating**?

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strategies to increase DEIJ in PTA

- Have PTA leadership attend DEIJ training events
- Educate members about DEIJ
- Build relationships with all families, educators, and community partners
- Create an action plan that is sustainable with a long-term focus
- Plan inclusive activities unique to your school community
- Develop programs that make sure everyone in the school community feels seen, heard, valued, and appreciated
- Partner with neighboring schools to harmonize your DEIJ efforts



Diversity, Equity & Inclusion Resources

- Webinars & Podcasts
- PTA Multicultural Reference Guide
- PTA Position Statements
- How to Welcome Diverse Perspectives into your PTA
- Local Leader Guide to DEI
- Multicultural Calendar
- Action Plan Templates
- How to Guides



Commit to Being a More Just PTA

- [Our Commitment to Diversity, Equity and Inclusion](#) explores how PTAs define and embody diversity, equity and inclusion in our work.
[Available in [Spanish](#)]
- [PTA Local Leader Guidance for Diversity, Equity and Inclusion](#) helps PTAs assess where they are and where they are headed on their DEI journey.
[Available in [Spanish](#)]
- [Responding to Pushback on Diversity, Equity and Inclusion Efforts](#) provides responses to common concerns families and others have against DEI initiatives.
[Available in [Spanish](#)]

Create a Process for Your PTA to Advance Diversity, Equity and Inclusion (DEI)

- [DEI Community Profile Template](#) helps you identify who in your community is represented in the PTA and who is missing.
[Available in [Spanish](#)]
- [Enhancing DEI Facilitator's Guide](#) provides a blueprint for leaders to start conversations with individuals who PTA has struggled to engage.
[Available in [Spanish](#)]
- [DEI Action Plan Template](#) prompts leaders to use community input to develop plans to make their PTA more inclusive.
[Available in [Spanish](#)]
- [Prioritizing Diversity, Equity and Inclusion in Programming](#) is a short video that provides tips on how to plan and implement programs with a lens for DEI.
- [Schools of Excellence](#) is a program to help PTAs and schools improve family engagement to enrich the educational experience and overall wellbeing of students. The program includes a new focus area on diversity, equity and inclusion.

- The [Jan Harp Domene Diversity and Inclusion Award](#) recognizes PTAs that have made exemplary efforts to become more diverse and inclusive, as well as end discriminatory practices.

Use Expert Advice to Self-Assess and Organize Discussions

- [Notes from the Backpack Diversity, Equity and Inclusion Playlist](#) includes podcast episodes to help families explore issues related to race, disability, sexual orientation and more.
- [10 Minutes to PTA the Transformative Way Diversity, Equity and Inclusion Playlist](#) is a web series that covers a range of topics including understanding bias, allyship, ableism, microaggressions and more.
[select episodes available in the [Spanish YouTube Playlist](#)]
- [Transforming Family-School Partnerships with the PTA National Standards](#) is a five-part webinar series that unpacks the updated National Standards for Family-School Partnership through an equity lens.

Improve Diversity

- [Multicultural Reference Guide](#) helps PTA leaders learn about and connect with historically under-represented groups in PTA.
- [How To Welcome Diverse Perspectives into Your PTA](#) shares the Do's and Don'ts of diversity outreach including best practices from PTAs around the country.
[Available in [Spanish](#)]
- [Family Guide to Selecting Diverse Books](#) outlines five major goals of inclusive reading and includes suggestions of books that meet each goal's criteria and purpose.
- [How to Talk About Race and Justice in America](#) offers a list of resources to help families facilitate difficult conversations about race.

Be More Inclusive

- [Facilitating Community Listening Sessions: A Guide for PTAs](#) provides PTA leaders with tips and templates, using a whole child learning focus, to hear directly from families about what they want for their child and their child's educational experience.
[Available in [Spanish](#), [Mandarin](#), [Arabic](#), [Vietnamese](#), [Somali](#) and [Haitian-Creole](#)]
- [Multicultural calendar](#) helps leaders stay up to date on all of the latest holidays, celebrations and events.
[Available in [Spanish](#)]
- Inclusive Holiday [Programming](#), [Icebreakers](#) and [Communications](#) provides sample language and activities for PTA leaders to use during the holiday season.



- [Strengthening Family-School Partnerships for Students with Disabilities](#) provides questions and sentence starters to school administrators to use the updated National Standards for Family-School Partnership to be more inclusive.
- [LGBTQ+ Glossary](#) includes definitions of common terminology used to describe the Lesbian, Gay, Bisexual, Transgender and Queer community.
- [FAQs: Immigrant Students and Families at School](#) provides some basic facts about immigrant and undocumented students.
- [The PTA Guide to Breaking Through Language Barriers](#) shares ideas to secure translation and interpretation for your PTA.

Strive for Equity

- The [Special Education Toolkit](#) helps make sense of what can be a confusing system and educates families of newly diagnosed children with special needs on how to get the best special education, services and resources available to them.
- [Guidance and Talking Points for PTAs about Critical Race Theory](#) offers information on National PTA's position and response to inquiries on critical race theory, as well as sample messaging to guide their own responses.
- [Inclusive Curriculum and Education Materials: Guidance and Messaging for PTAs](#) provides background and talking points to help PTAs respond to book bans in their schools and libraries.
- National PTA policy resolutions and position statements outline PTA's stance on key issues:
 - [Position Statement: Say Their Names: Addressing Systemic or Institutional Racism](#) urges federal, state and local public officials to invest in educating students and teachers on the history and impact of institutional racism.
 - [Position Statement on Inclusive Curricula in K-12 Education](#) supports the implementation of diverse and inclusive curricula in K-12 public schools nationwide so that the history and experience of all students—including but not limited to African American, Latino(a), Native American, Asian, LGBTQ+ and historically targeted and marginalized groups—is accurately represented and taught.
 - [Position Statement on Libraries and Educational Material](#) supports students' need for access to information to explore and experience the diversity of ideas in a pluralistic society.
 - [Resolution on the Recognition of LGBTQ Individuals as a Protected Class](#) urges PTAs to encourage states to incorporate standards regarding age-appropriate, medically accurate and culturally sensitive information on LGBTQ issues.

- [Resolution on Inclusive Schools Build Stronger Communities](#) urges PTAs to work with local school districts to research and advocate for the implementation of the most inclusive programs that best serve students with special needs.
- [Position Statement on The Education of Students with Disabilities](#) supports a variety of public education and related support services that ensure that all children can receive a free and appropriate public education.
- [Resolution on High Expectations for Students with Disabilities](#) urges PTAs to support schools in implementing best practices in meeting the needs of diverse students such as inclusion, Universal Design for Learning (UDL), Multi-Tiered System of Supports (MTSS), Response to Intervention (RTI) and any other similar instructional practices.
- [Position Statement on Citizenship and Equality](#) summarizes PTA's continued support of respecting and expanding civil rights, requiring they be defended whenever threatened, and that children and youth be taught the significance of civil rights and responsibilities in American culture.
- [Position Statement on Rights and Services for Undocumented Children](#) highlights that all children residing in the United States, regardless of their immigration status, have the right of access to a quality public education, adequate food and shelter and basic health care services.
- [Resolution on Recognition and Care of School-Age Children with Diabetes](#) urges general training for school personnel on diabetes and specific training for at least two school staff in diabetes emergency procedures.
- [Resolution on Bullying](#) urges PTAs to educate the public about the risks and cost of bullying for the bully, the targeted child and children who witness bullying.
- [Resolution on Educational Opportunity for Military Children](#) urges PTAs to advocate for the adoption by state and local educational agencies of the Interstate Compact on Educational Opportunity for Military Children.
- [Resolution on Restraint and Seclusion](#) supports non-aversive interventions, education about the dangers of excessive use of such measures and parental engagement in decision-making about the use of restraint and seclusion.
- [Resolution on Violence in Schools](#) advocates school safety guidelines and parent/community advisory safety teams, both subject to parental review before adoption.
- [Position Statement on Education Emphasis](#) advocates for accountability throughout the national system of education, recognizing especially the special needs of underserved populations such as children with disabilities, limited English proficient children, homeless children, migrant children, gifted and talented children and undocumented children in our nation's schools.

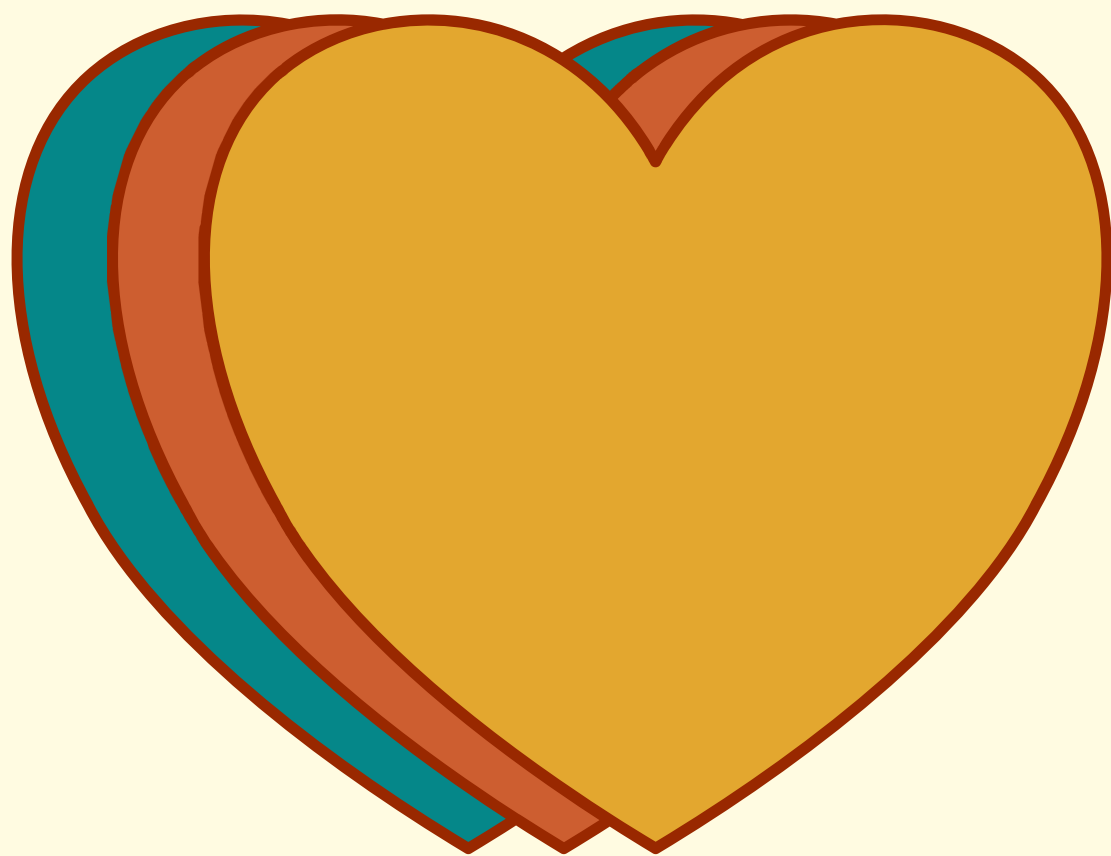


how to create more justice

- Get close to the issues you care about
- Change narratives that sustain injustice
- Stay hopeful about your ability to create more justice
- Have the courage to do uncomfortable & inconvenient things

conclusion

Ultimately, the work of the PTA can only be successful when our efforts to foster Diversity, Equity, Inclusion, and Justice are successful. PTA is all about working together to better the lives of all children. The work that we do creates a sense of community & belonging, provides a way for educators, students, and families to voice concerns & share ideas, and allows for the collaboration of all of society to raise the next generation.



Thank you!